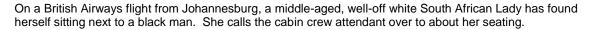
March 2012 Volume 2, Issue 2

Empowering Columbus

A THOUGHT FOR COLUMBUS

By: Frances Leigh Jordan

And the story goes.....



"What seems to be the problem Madam?" asks the attendant.

"Can't you see?" she says. "You've sat me next to a kaffir. I can't possibly sit next to this disgusting human. Find me another seat!"

"Please calm down Madam", the stewardess replies. "The flight is very full today, but I'll tell you what I'll do. I'll go and check to see if we have any seats available in club or first class."

The woman cocks a snooty look at the outraged black man beside her (not to mention many of the surrounding passengers). A few minutes later the stewardess returns with the good news, which she delivers to the lady, who cannot help but look at the people around her with a smug and self-satisfied grin. "Madam, unfortunately, as I suspected, economy is full. I've spoken to the cabin services director, and club is also full. However, we do have one seat in first class."

Before the lady has a chance to answer, the stewardess continues.......

"It is most extraordinary to make this kind of upgrade, however, and I have had to get special permission from the captain. But, given the circumstances, the captain felt that it is outrageous that someone be forced to sit next to such an obnoxious person."

With that, she turns to the black man sitting next to the woman, and says...

"So if you'd like to get your things, Sir, I have your seat ready for you."

At which point, apparently the surrounding passengers stood and gave a standing ovation while the black guy walked up to the front of the plane.

"People will forget what you said, People will forget what you did, But people will never forget how you made them feel."

In today's society, the words diversity and inclusion are commonplace in our workplace and our schools, but how do you act when you go out in public, and with your children? Ask yourself, how do you make people feel? Outward examples of racism rarely happen in today's society in such a public forum, although they still happen. What I find is that we have switched from blatant to subtle expressions of racism and discrimination. We need to be aware and see the effect of even subtle expressions can have on the people surrounding you.

Do your biases show through your eyes, facial expressions, or a quick walk to the other side of the sidewalk depending on who's on the same side of the street? When you see a young woman wearing a traditional hijab, or person in a wheelchair, or a gay couple holding hands, what is your natural reaction? Do you stare, make a face, or even crack a joke to the people you are with? It is wonderful the more we include others, but we also have to be mindful of how we make other people feel, even though subtle reactions can still sting, when we are around them.

The world is made up of different people, and you don't have to **agree** with a person's beliefs or value system, but diversity teaches us how to **respect** people's differencesto throw out our biases and stereotypes, and just allow people to be who they are without a judging eye. Give it a Try!



Human Rights Commission
Columbus, IN

Individual Highlights:

SPOTLIGHT 2
Inside Story 3
Inside Story 4
Inside Story 5
Last Story 6

Quote

The main dangers in this life are the people who want to change everything - or nothing.

Nancy Astor (1879 - 1964)

SPOTLIGHT on Welcoming Community



Dr. Marwan Wafa, Vice-Chancellor, IUPUC

When you were hired as Vice Chancellor of IUPUC, IUPUI Chancellor Charles R. Bantz said of you, "Dr. Wafa has the right blend of skills, experience, and leadership that will advance IUPUC and benefit the community,". Why do you believe that this is true? Is there an experience that sticks out that led you to be a great fit for Columbus at IUPUC?

There are many experiences throughout the years, and not one specific incident but several. I grew up in Kuwait, where I was not a minority, and I came to the US in 1982 as a student. I went to school in South Carolina, where things were very different than my life in Kuwait. My wife wears the hijab, we looked different and it was very challenging in both good and bad ways. Alertness to the issues became heightened as the voice of the minority is difficult to be heard. I learned that from my life in South Carolina.

When we moved to Evansville, I was able to learn about issues that I have never had to deal with before in my life. I became engaged in the community and the school to help educate people about my faith and beliefs mostly because of our children and being involved with them as they were growing up. I was pulled into the interfaith commission of Evansville. In that environment we learned about each other and beyond just our religions, the

people in the group were Jewish, Catholic, Unitarian, and I, of course am Muslim. But we learned to be respectful to each other and realized that there was much work to be done.

No matter what religion, intentional messages of hate cause war. It is amazing what human beings will do to one another. We should learn from our historical events and any problems that have come before us.

Being a Muslim in a post 9-11 world, how has this shaped the way you lead diversity efforts and the way you approach diversity personally and at IUPUC?

I remember when the planes went down, talking to my wife and hoping that the men were not Muslim. It was a sad time. I was more critical of people who criticize religions, I felt as if the extremists were destroying my faith. I thought, "What would my neighbors think of me?" My neighbors had compassion for me, because they knew better; unlike other people, they would volunteer to go out with us in public, or go with my wife to the grocery store.

A message of hate is not a message of God. We need education to help learn and teach others. We need respect to help understand others. We shouldn't demean or belittle or look down upon others. Often this can strengthen us in our own faith while eradicating and removing fears about other religions and building confidence in our own beliefs

In your strategic priorities for IUPUC, you mention a regional and global impact. Why is it so important for IUPUC to have a global impact in a community like Columbus? How does this global impact make a difference in the region?

We live in a small world – local students who become a part of the world. Fortunately, we have companies such as Cummins and other international companies who do business globally. It's important for the community and for our students to be able to go into the global world. It hurts our students if they are not aware of about other countries. One example of things that were considering, is there anything that needs to be a part of our MBA program, that involves learning about other people's cultures? I think this is an important question to ask. It's a way to help local people who are not well traveled. Developing sensitivity is critical in this global economy and you must be culturally aware to develop that sensitivity.

your ISSUES matter

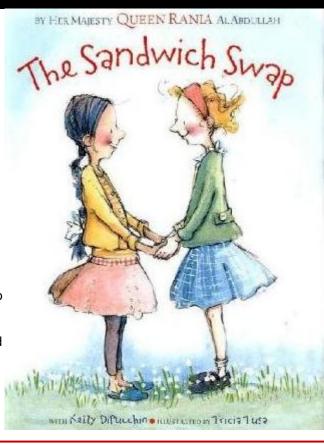
THE SANDWICH SWAP: A CHILDREN'S STORY ABOUT DIVERSITY

From: Cardelean's Blog

One of the goals that I have as teacher is to promote a knowledge and tolerance of diversity within my students. I love to use children's books to help kids to understand this and <u>The Sandwich Swap</u> by Kelly DiPucchio is one of my favorites. This story lends itself nicely to understanding differences in others and not making judgements on things that are different than what you have experienced.

The <u>Sandwich Swap</u> is one of DiPucchio's most recent books and it is actually a story based on Queen Rania of Jordan's experiences as a child. In the tale, two girls, one American and one Arabic, are best friends and share all of the wonderful things that growing up brings. There is just one difference, their lunches. Each day Lily eats a peanut butter and jelly sandwich for lunch while Salma eats hummus and pita. Secretly each girl cannot understand why the other one would want to eat the disgusting, pasty spread for lunch. One day the two girls end up voicing their thoughts which lead to a name calling fight that turns into a food fight.

In the end the two girls realize their mistake and repair their friendship with apologies. They decide to share with others the vast diverseness of the world around them by organizing and hosting a multicultural event with food to share. This delightful story brings great awareness to the differences in the world around us. It teaches children that not only are others different, but that being different is ok. It also allows children the opportunity to think about trying something new like hummus or peanut butter, and that it might actually be good too! http://cardelean.hubpages.com/hub/The-Sandwich-Swap-A-Childrens-Story-



OPPORTUNITIES DRAW HISPANICS TO INDIANA

BY TIM EVANS, USA TODAY



Indiana became more suburban and a bit more diverse over the past 10 years, Census data released Thursday show. Indianapolis and the surrounding counties fueled Indiana's population growth, according to the Census data

Two-thirds of the state's 92 counties have gained population since 2000. Nearly 60% of that growth came in Marion County, which includes Indianapolis, and surrounding counties. Hispanics accounted for 43% of the statewide increase, while the non-Hispanic black population accounted for 20% of the growth. Monica Medina, president of the board of La Plaza, an Indianapolis non-profit group that provides outreach to Central Indiana's growing Hispanic population, says part of the growth is due to Hispanics' relative youth. Because they're younger, they're more likely to have children.

Economic and housing opportunities and a general acceptance by other Hoosiers also contributed to the growth, she says. "The quality of life here is much better than many other urban communities, and there have been plenty of employment opportunities," Medina says. "Many come here for that reason, particularly families."

The non-Hispanic white population grew by just 1.3%, but nonetheless accounted for 17% of the state's growth, because non-Hispanic whites remain the majority in Indiana, making up nearly 82% of the population. Despite the state's growing minority population, Indiana has not reached the diversity level of the country. "While Indiana's racial and ethnic makeup has shifted, the state remains less diverse than the nation," says Matt Kinghorn, a demographer with the Indiana Business Research Center at Indiana University's Kelley School of Business. "Compared to the most recent population estimates for the nation, the share of Indiana's population that is white is well above the U.S. mark of 79.6%," he says. "These data sets also reveal that the Hispanic proportion of the U.S. population is roughly two and a half times greater than in Indiana." Blacks remain the largest minority, making up almost 9% of the population and accounting for the largest non-white population in 25 counties.

Black populations increased substantially in suburban counties around Indianapolis. The population of Marion County increased 5% since 2000 — less than the statewide average — with a population of 903,393. The city of Indianapolis grew 4.8% to 829,718. Indianapolis and Fort Wayne, which grew 23%, were the only gainers among the state's largest cities. The population of Evansville dropped 3.4%; South Bend by 6.1%; and Hammond by 2.7%. Hamilton County, north of Indianapolis, had the largest growth rate among Indiana's 92 counties, up 50%.

Click here for Article: http://www.usatoday.com/news/nation/census/2011-02-10-indiana-census N.htm



Human Rights Commission

Please Join Us

2012 Annual Dinner

Celebrating 50 Years

"Breaking Barriers and Building Bridges for the Future through Diversity and Inclusion"

Thursday, April 19, 2012

The Commons

300 Washington Street Columbus, IN 47201 6:30 p.m.

Keynote Speaker:

Mr. Luke Visconti

Chief Executive Officer of Diversity Inc Media LLC

(See Mr. Visconti's Bio on the badd)

Program:

William R. Laws Human Rights Award

Benjamin M. King Essay Contest Awards

J. Irwin Miller Art Contest Awards

Tickets: \$30.00 per person

- ♦ Advance Purchase Required
- RSVP by Friday April 13, 2012
- ♦ Vegetarian/Vegan meals available with advance order The Commons is wheelchair accessible, for other accommodations or information on financial assistance in purchasing tickets,

please call: 376-2532 Or email: humanrights@columbus.in.gov

columbus indiana



Keynote Speaker:

Mr. Luke Visconti Chief Executive Officer of DiversityInc Media LLC

Luke Visconti is the Chief Executive Officer of Diversit/Inc. Media LLC. He directs all editorial and business operations of the publication, as well as events and the consulting

Mr. Visconti developed and directs the methodology for The DiversityInc Top 50 Companies for Diversity®, nowin its 12th year. He also established the benchmarking consulting practice that is the core of DiversityInc's business. His column, "Ask the White Guy," is a top drawon DiversityInc.com. He is a frequent senior-level lecturer on the business benefits of diversity to corporations, business groups and nonprofit organizations.

He has interviewed many senior leaders, including CIADirector Leon Panetta, Ernst & Young Chairman and CEO Jim Turley, AT&T Chairman, CEO and President Randall Stephenson, Vice Admirals Andy Winns and Mark Ferguson, Sodexo Global CEO Michel Landel and SEC Commissioner Luis Aguillar. He has appeared on FOX, MSNBC, CNBC and NPR. More than 20 CEOs have spoken at DiversityInclevents, which average over 600 attendees from 200 companies twice every year.

Mr. Visconti founded DiversityInc in 1998. He founded the DiversityInc Foundation in 2006 and has endowed scholarships at Bennett College for Women, New Jersey City University (HSI) and the Education Opportunity Funds at both Camden and Newark campuses at Rutgers University. He don ates all of his speaking fees and distributed more than \$500,000 from the DiversityInc Foundation and been responsible for raising over \$2 million for the Rutgers Future Scholars program.

Mr. Visconti holds a bach elor's degree in biology from Rutgers University.

Mr. Visconti's associations include:

- ◆Trustee, Bennett College for Women ◆Trustee, Rutgers University
- ◆Board Member, NewJersey City University Foundation ◆Board Member, The PhD Project
- Member, United States Navy Chief of Naval Operations, Executive Panel
- Member, Intelligence Community Diversity Leadership Advisory Board

- Mr. Visconti is the recipient of numerous awards including:
 ◆"2009 HerMANO Award" from Ama Morales Riojas, President and CEO, MANA - A National Latina Organization
- ●"Bridge Builders Award" from the Rev Jesse Jackson at the
- Wall Street Project conference
- ♦"Legacyof Leadership" award from Dr. Beverly Tatum , Spelman College ♦Memberofthe Year, PRIMER
- Named Distinguished Alumnus, Rutgers University







- 1. When did demonstrations for gay rights begin in the United States?
 - a) 1955
 - b) 1965
 - c) 1975
 - d) 1985
- 2. What group staged a 1966 "sip-in" at a NY bar to challenge a ban on serving alcohol to gays?
 - a) The Mattachine Society
 - b) Daughter of Bilitis
 - c) NACHO
 - d) National Gay and Lesbian Taskforce
- 3. When was the nation's first Gay pride parade?
 - a) 1965
 - b) 1970
 - c) 1975
 - d) 1980
- 4. What university opened the first office for LGBT students?
 - c) Brandeis
 - d) NYU

- a) University of California, Berkley
- b) University of Michigan
- 5. In 2000, this state became the first to legalize civil unions?
 - a) California
 - b) Maine
 - c) Massachusetts
 - d) Vermont
- 6. Who was the first openly gay or lesbian American elected to political office in the United States?
 - a) Roberta Achetnberg
 - b) Barney Frank
 - c) Harvey Milk
 - d) Elaine Noble
- 7. In what city did the Stonewall riots breakout on June 28, 1969, that started the Gay Rights Movement?
 - a) Miami
 - b) NYC
 - c) San Francisco
 - d) Washington D.C.

Answers on the last page

LEGAL UPDATE

Tyson Foods Settles EEOC DISABILITY DISCRIMINATION LAWSUIT

Company Agrees to Pay \$35,000 to Applicant Denied Employment Because of Epilepsy

ST. LOUIS – Tyson Foods, Inc., one of the world's largest processors of chicken, beef and pork, will pay \$35,000 and furnish other relief to settle a disability discrimination lawsuit filed by the U.S. Equal Employment Opportunity Commission (EEOC), the agency announced today. The EEOC had charged that Tyson Foods refused to hire a former employee because he had epilepsy.

The EEOC lawsuit filed in May 2010 (EEOC v. Tyson Foods, Inc., Case No. 2:10-cv-04072-NKL) alleged that Tyson failed to hire Mark White for an open maintenance job in its Sedalia, Mo., plant because he had epilepsy and that Tyson's refusal to hire White violated the Americans with Disabilities Act (ADA). White's epilepsy had been controlled by medication for twelve years and he had been previously employed by Tyson on two occasions during this time period. However, Tyson instituted a new medical assessment procedure since last hiring White, and refused to hire him because he did not pass a medical evaluation required for applicants with epilepsy to determine whether he could safely perform the job. The doctor who performed the evaluation for Tyson did not examine White, but relied on outdated medical research in determining that he could not safely perform the job. At the same time, Tyson employed several other persons with epilepsy who had been grandfathered in.

Besides agreeing to pay White \$35,000 as back pay and compensatory damages, Tyson agreed to institute a new assessment procedure for similar cases. Henceforth, an applicant who is disqualified from employment because of Tyson's required medical assessment has the right to a second medical assessment at the applicant's expense. Further, an independent and determinative third medical assessment will be made for any applicant not hired after the second assessment. The consent decree settling the suit, which must be approved by U.S. District Judge Nanette Laughrey, also provides for injunctive relief, including training to individuals involved in the assessment procedure, posting notification to employees, and compliance reporting to the EEOC.

"The potentially three-step medical assessment process agreed to by the parties is an extraordinary step in the right direction in terms of making sure disabled employees are given a full and fair opportunity to compete in the workplace," said EEOC attorney Melvin Kennedy. EEOC Regional Attorney Barbara Seely said, "While the terms of the consent decree only affect Tyson's Sedalia facility, Tyson employs more than 117,000 people at more than 400 facilities and offices, and we are hopeful that the process we have agreed to works well enough that Tyson adopts it in other facilities." The EEOC enforces the ADA and other federal laws prohibiting employment discrimination. Further information about the EEOC is available on its web site at www.eeoc.gov.

Mission

To lead Columbus in building and maintaining an inclusive community by:

- Enforcing the Human Rights Ordinance
- 2. Educating the Public
- Challenging attitudes and systems that create barriers to equality
- 4. Empowering community members to advance this mission

Director: Lorraine Smith

Deputy Director: Frances L. Jordan

Secretary: Betsy Schuette

City Hall 123 Washington #5 Columbus, IN 47201

PHONE: (812) 376-2532

FAX: (812) 375-2720

We're on the Web! See us at:

www.columbus.in.gov

Follow Us on Twitter
http://twitter.com/#!/ColumbusIN_HRC

Add us on FaceBook: Human Rights

To join our distribution list, email:

humanrights@columbus.in. gov

CHECK IT OUT!

The **Junior Executive Institute** is a FREE, precollege summer program designed for high school students from historically underrepresented groups (African American, Latino/Hispanic, Native American/American Indian) who are interested in studying business. The student must be finishing their sophomore or junior year. The GPA requirement is a 3.0 or above. It is a week of business classes, campus tours, presentation preparation, bowling, friends, fun and more!

The 2012 sessions are being held June 10-15 and June 17-22 Here is the link to the JEI site and application page http://kelley.iu.edu/ugrad/precollege/jei.cfm



Upcoming Events

Cameo Membership Meeting: March 14th, 6:00pm, Chamber of Commerce Conference Room

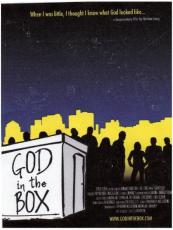
Pride Alliance Monthly Meeting: March 26th, 7:00pm, Xenia Miller Conference Room, Commons

Inter Faith Forum: April 4th, 11:30-1:00pm, Chamber of Commerce Columbus Community Passover Seder: April 7, 4:00 pm, Tree of Life Beit Midrash Inc.316 12th St. (Between Washington & Jackson St), Rabbi Robert and Yvette Hevia will conduct the service.

Learning Center Auditorium, 4601 Central Ave., Columbus IN. 47203

Thursday, March 29th 6:30-8:30 p.m.

Free Public Screening & Dialogue with Director Nathan Lang



-A favorite at the Heartland Film Festival in Indianapolis

Sponsored by InterFaith Forum Columbus



Answers: 1. B 2. A 3.B 4.D 5. D 6. D 7.B